

Family Development and Self-Sufficiency (FaDSS) Council

Draft Minutes

March 26, 2015

Polk County River Place – Conference Room 1A – 2309 Euclid Avenue – Des Moines, Iowa

Mission:

Improve the lives of families at risk of long-term welfare dependency or family instability by creating opportunities for self-sufficiency.

Council Members Present:

Zebulon Beilke–McCallum – Domestic Violence Rep. - **Chairperson**
Janet Melby – Iowa State University – **Vice Chairperson**
Heidi Wicks for Lori Adams – Workforce Dev.
Rachel Scott – Business Representative
Michael Fleming – University of Northern Iowa
Angela Madison for Tiffany Vasey –Human Services

Bill Brand –Human Rights
Stephanie Stebens – Citizen Member
Lance Roorda –Public Health
Billie Marchik – University of Iowa.

Council Members Absent:

Kelly Trave – Citizen Member

Tom Rendon –Education – 11:30

Ex-Officio Members Absent:

Senator Mary Jo Wilhelm

Representative Megan Jones

FaDSS Staff Present:

Tim Fitzpatrick – Human Rights
Kelly Davydov – Human Rights
Angela Madison – Human Services

Lorie Easter – Human Rights
Marcia Thompson – Human Rights

Others Present:

Doug Stodgel – Polk County
Kristi Davidson – MATURA
Molly Cummings – WCCA
Becky Falck – SIEDA
Wendy Martinez – NICA
Lucas Sulentic – LSI
Jeanie Running – FRC/YSS
Deborah Arringdale – YSS
Andi Mikkel – SIEDA
Mindy Dolan – Operation Threshold

Alisa Schlieff – UDMO
Brenda Fry – SCICAP
Jeff Hasley – SIEDA
Rita Luder – Southeast Iowa
Dianne Hendee - SIEDA
Julie Weber-Davis – Four Oaks
Amber Mercil – Four Oaks
Sheila Paul – YSS
Wenday Cooper – WCCA
Laura Benson – Mid-Sioux

1. Introductions

- Meeting was called to order at 11:02 by the chairperson
- Quorum was established

2. Approval of the Agenda – Chairperson

MOTION:

Mr. Brand moved that the agenda be approved.

Mr. Fleming seconded the motion.

There was no discussion.

VOTE:

All Council members voted aye. The agenda was approved.

3. Approval of the November 20, 2014, Council Minutes - Chairperson

Mr. Fitzpatrick stated there were names listed in the minutes that were incorrectly spelled. They will be corrected in the minutes.

MOTION:

Ms. Wicks moved that the November 20, 2014, minutes be approved as corrected.

Ms. Stebens seconded the motion.

There was no discussion.

VOTE:

All Council members present voted aye. The minutes of November 20, 2014, were approved.

4. Council Representative's Updates

- Mr. Brand stated that the Community Action Agencies are anticipating and gearing up for the implementation of the organization standards on October 1, 2015 which is required by the Community Services Block Grant.
- Currently there are no funding updates on the FaDSS or State budget.

5. IFDA Update – Kristie Davidson

- FaDSS Day on the Hill was held on 1/14/15 and was very successful, as usual. Each year just seems to get better. It is successful because of the planning, interest in the program, and the relationships that have been formed between the FaDSS' program grantees and legislators.
- FaDSS Day on the Hill is scheduled for 1/13/16.
- FaDSS Day on the Hill is scheduled for 1/11/17.
- The FaDSS Retreat is being planned by the Central Region and will be held on September 17 & 18th at the Drury Inn in Des Moines. It is possible that the September Council meeting may be held in coordination with the FaDSS Retreat.

6. FaDSS Family Success Story – Brenda Fry – SCICAP

Brenda Fry from SCICAP introduced a past program participant who presented her own story. She shared about her experiences and the accomplishments she was able to have while in the FaDSS program.

Mr. Brand thanked her for sharing her story with the Council. It reminds us that for every family living in poverty there is a unique story.

7 Capacity Updates – Staff**Lutheran Services of Iowa – Tim Fitzpatrick**

- LSI had been under capacity and experienced 100% staff turnover.
- As of January they are currently at 95% of capacity.

Sieda Community Action – Kelly Davydov

- Sieda had been below capacity for about 9 months there were a number of challenges contributing to the deficiency including staff turnover.
- Sieda has been at capacity for the last couple of months.

Discussion

- Staff turnover issues should be looked at when doing the application renewal this summer.
- We need to be able to show legislators and the public that FaDSS funds are going to pay for services like they are intended so capacity is a very important issue.
- Are there other programs that can step in when these staffing issues occur?
- Should these discussions take place in the grant review committee and looking at the application renewal?

8. Committee Updates**Outcomes Committee – Lorie Easter**

- Outcomes Committee met on 12/11/14. They looked at the recommendations from the Hornby Zeller Associates (HZA) report, decided what needs to be accomplished and formed three groups:
 - **Matrix Group**
 - Tiffany Keimig from ICAA, Andrew Floyd, Ron Ludwig, Clarissa Thompson, Wendy Martinez, Lorie Easter, Kelly Davydov, Tim Fitzpatrick & Angela Madison
 - Have held a few conference calls and a full work day on March 9, to look at the matrix form.
 - Reviewed domains to be deleted, added or changed
 - The Council has endorsed the matrix. The changes to the matrix will come to the full council after the final recommendation is made by the outcomes committee.
 - **Data Collection Group**
 - Heidi Wicks, Michael Fleming, Alissa Shlief, Bill Brand, Julie Weber- Davis, Lorie Easter, Kelly Davydov, Tim Fitzpatrick, and Angela Madison

- Met on January 6 and also March 13, 2015, looked at all of the data that comes into the FaDSS program.
- Goal is to streamline all data collection methods in the FaDSS program, to align with the HZA recommendations where possible.
- Looking at working through 2016 and will be bringing recommendations to the Council when possible.
- **Assessment Group**
 - Laura Benson, Mindy Clayton, Lynn Corwin, Tom Rendon, Lorie Easter, Kelly Davydov, Tim Fitzpatrick, and Angela Madison.
 - Had a conference call in January, reviewing the inventory of the different assessment tools currently used in the program with families, reviewed current application instructions.
 - Currently the FaDSS program has the matrix assessment tool and grantees are allowed to discuss other assessment tools they will be using in the grant application with families.
 - Developed a work plan around the information and what we want to do regarding the HZA recommendations around assessment
 - Broke the sub-group up into groups to conduct research regarding screening and assessment tools that are evidence based.
 - The subgroup are mental health/substance abuse, domestic violence, basic needs and child and family life skills assessment screenings
 - There is a meeting scheduled this afternoon.
- All three of the groups are working independently but also have to merge at times because all three are going to intersect with one another. The outcomes committee is committed to using the HZA recommendations and we will be talking about this at upcoming council meetings.

9. Presentation of Crosswalk of Family Development Certification Training. FaDSS Council standards Iowa family support competencies – Lisa D'Aunno - NRC

- DHR/DCAA contracted with National Resource Center to do a crosswalk of the Iowa Family Support direct worker competencies, the FaDSS Council certification standards, and the family development specialist curriculum. (NRC is the only provider of the Family development specialist curriculum currently.)
- The purpose was to compare curriculum and standards to the Iowa family support direct worker competencies and where they gaps between the curriculum and the competencies.
- The FaDSS Council curriculum standards have not been looked at for 7 or 8 years.
- Lisa D'Aunno distributed copies and explained the competencies and task analyses for family support workers.
- There was a group of eight practice competencies and seven human resource competencies that were adopted by the family support advisory group.
- The competencies line up pretty closely.
- If there is on-line training available which is very close to the Family Specialist Training curriculum, should people be able to use it instead of the Family Specialist Training, what is the on-line value in contrast to the in-person training?
- The on-line training is between ten and twelve hours compared to 48 hours of classroom training for Family Specialist Training. Is a much richer experience.
- It is the hope that the FDS training will continue to flourish and NRC can provide the classes per year in Iowa.
- FaDSS knows that our training fits our program and its uniqueness
- In person training allows networking, face-to-face interaction, sharing best practices, with on-line you lose all that.
- Mr. Brand thanked NRC for their good and valuable work on this project and hope to continue their training relationship long into the future.
- The Training Committee will in the near future look at the document and establish next steps.

10. Board Membership Update – Chairperson

- Mr. Beilke-McCallum and Mr. Fitzpatrick have discussed the board absences and policies. It is important that Council members attend the Council meetings.
- A letter was sent to the Minority Citizen member removing her for the Council because of her absences.
- We need nominations for one business representative and a minority citizen member.
- Per diem is available to business and citizen members.

11. Staff Update - Staff

Standards Update – Bill Brand

- Mr. Brand updated the Council on discussions held at the last meeting about items evolving around the FaDSS standards which have been implemented during the last couple of years. He explained the CSBG program standards that will be effective federal fiscal year 2016. The CSBG standards will affect fourteen or the seventeen FaDSS grantees. DCAA has been working hard to get the CSBG standards in agreement, alignment, training, and pilot projects. CSBG FaDSS grantees would like to have one set of organizational standards, i.e. HR, fiscal, strategic planning, the more agency wide policies and procedures. DCCA is taking this under consideration.
- The DCAA needs input from the non CSBG grantees. Non CSBG grantees have other accreditation bodies/processes we could look at as well for them.
- This gives that certain level of performance & accountability that we want to show organizations are effective.
- FaDSS program specific program standards, will be looked at in the future after the work is completed by the FaDSS outcomes committee
- We will go through a process to review how our standards reflect the core components of FaDSS. The standards should reflect the outcomes that we want to achieve with the program.
- Non-CAA grantees have other accreditation bodies/processes we could look at as well for them.

TRAININGS – Kelly Davydov

- Iowa Family Support and Prevent Child Abuse Iowa conference is April 13 - 15, 2015.
- The ICAA Conference is June 2 – 4, 2015, at the Airport Holiday Inn on Fleur Drive, the registration is now available.
- A workshop entitled Your Money your Goals will be on May 6 2015.

14. Next Meeting

- The next meeting will be held on May 21, 2015 at 11:00 a.m. at Polk County River Place, Room 1A, Des Moines, Iowa.

15. Adjournment

MOTION: Ms. Scott moved that the meeting adjourn at 1:05. Ms. Wicks seconded the motion. The meeting adjourned at approximately 1:05.

Respectfully submitted,

Marcia Thompson